



Health Plans 2024 – 2025



Annual contributions to the Health Plans reserved for Current Employees

	Policyholder	Eligible family members					
Cover	The employee and legally dependant family members (spouse and children) ⁽²⁾ Policy coverage allocated on the basis of classification with charge to the company ⁽¹⁾	Age category of family members	Non-legally dependant spouse, included in the case of separation, or common-law partner indicated on the Family Status Certificate ⁽⁴⁾	Non-dependant child indicated on the Family Status Certificate ⁽⁴⁾	Other family member living at the same address indicated on the Family Status Certificate ⁽⁴⁾	Parent over the age of sixty, not living at the same address, with a maximum income of € 26,000 per year per capita ⁽⁵⁾	Child under the age of 35, not living at the same address, not legally dependant and with a maximum income of €26,000 per year per capita, not married or in a common-law partnership ⁽⁶⁾
PLUS	Professional areas and Middle managers	up to 60 years	€ 575	€ 526	€ 1.145	-	€ 990
		from 61 to 65 years	€ 586	-	€ 1.169	€ 1.526	-
		From 66 to 85 years ⁽³⁾	€ 599	-	€ 1.190	€ 1.556	-
EXTRA	Managers	Up to 60 years	€ 873	€ 626	€ 1.411	-	€ 1.625
		From 61 to 65 years	€ 890	-	€ 1.439	€ 1.854	-
		From 66 to 85 years ⁽³⁾	€ 906	-	€ 1.466	€ 1.889	-

Notes

(1) The cover is allocated on the basis of the classification held on 1 January 2024. Any subsequent changes will affect the cover for the year 2025.

(2) For each year of the health plan, insurance may be provided free of charge only to the spouse and/or children of the policyholder who in the previous tax year did not exceed the total income threshold provided for by the taxation regulations for consideration as legally-dependant family members.

(3) Family members aged 85 or over as at 31/12/2023 are not eligible.

(4) The family member must be indicated on the Family Status Certificate as at 1 January 2024, which must be produced on request for verification purposes.

The category “Non-dependant child living at the same address” includes non-dependant children resulting from the family status of the other divorced or separated parent.

The category “Other family member living at the same address” includes children of the spouse/common-law partner.

(5) To check the income limit, the total income resulting from the tax return for the year preceding the reference year must be taken into account (e.g. for 2024, the income limits for 2023 apply).

(6) Who are under 35 at the date of addition to the cover. To ascertain the income limit, the total income recorded on the income statements of the year preceding the year of validity of the policy must be taken into account (see example footnote No. 5).